



**Office of the County Executive
STEUART PITTMAN**

October 14, 2019

Dear County Employees:

I need your help.

The Maryland State Police 2018 Hate Bias Report shows that our county leads the state in reported incidents. Our numbers increased over 2017 while the state totals dropped. We can't call ourselves The Best Place if we don't treat each other with civility and respect. We have hard work to do.

We can start within county government, an area where I believe we are already making progress. Our Diversity, Inclusion and Compliance Training, our new Interdepartmental Diversity Council, our new anti-bullying policy, and the recent codification of our Human Relations Commission are steps in the right direction. Racism, sexism, and bullying are not tolerated in our workplaces.

But you also are on the front lines in our communities. A number of Public Works employees have recently been victims of racist and sexist verbal attacks by the very residents they work to serve. They have responded professionally, by disengaging and reporting the incidents to their supervisors. If you find yourself in a similar situation, we ask that you do the same. Those supervisors are instructed to immediately report incidents to the Police Department. Our officers will assess the threat and respond appropriately.

I want you to know that I consider the increase in hate bias incidents in this county to be a threat to our public safety and one of my greatest challenges as county executive.

I can't legislate civility and respect, but with your help, and the help of good people from every political affiliation in this county, we can see the beauty in our diversity and rediscover our shared values.

If you have an idea about how we can achieve this, email it to me. Think big and think small. Think about the future and think about the past. Send your email to countyexecutive@aacounty.org

Thank you for everything you do to make Anne Arundel County The Best Place.

Sincerely,

A handwritten signature in blue ink, appearing to read "Stuart Pittman", is written over a horizontal line.

Steuart Pittman
County Executive

The Best Place

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